THE IMPORTANCE OF MANAGEMENT OF THE HUMAN RESOURCE CAPACITY FOR THE DEVELOPMENT OF INSTITUTIONS AND ORGANIZATIONS

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Abstract

Human resources represent one of the most important factors for the achievement of a high organizational and institutional performance. The main objective of this study is to estimate the organizational performance and to see how it matches with characteristics of job and employee skills, and also to the continuing sustainable growth and their uninterrupted training. The article also explains benefits achieved by the continuous strengthening and development of institutions in general and in particular the local ones, in different directions.

Some other benefits, highlighted in this article are such as economic and socio-cultural life, tourism, environment, the tendency for business expansion and job creation, the reduction of discontent and conflict population - institutions, etc.

The methodology of this article is based primarily on data collection from different and contemporary sources through which it is established theoretical study. Based on interviews and questionnaires with the most important employees of these institutions and referring to the processed data due to statistical software, we have tried to analyze quantitatively the issues arised. At the end of this article there are some conclusions of the study and are provided several important recommendations that should be taken into consideration for the continuous improvement of work in our institutions, especially those of local governments where human resource problems are evident.

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